



MOU UPDATE

2% COLA takes effect first pay period of July

The Union and the County are finalizing the new language and format of the MOUs for all Units. We plan on having new copies out to all worksites as soon as this process is finished. Here are a few items in our contract that are upcoming:

- 2% COLA takes effect the first pay period of July, 2014.
- Annual Leave: still has not been programed by the Auditor's office, but they are providing quarterly reports on the status of the conversion.
- Vacation buy back: Units J and H will join Units K and F in being able to sell 40 hours of excess vacation time back to the County. You must have used 80 hours the previous calendar year and have 40 hours left after the buy back.
- The Auditor's office has programed the following items for H Unit members for timesheet based pay events:
 - 10 Hour Break Rule uses **SH10B**.
 - New Shift Differentials will use **NMNTS**. (Note F Unit will also have an increase in shift differential if supervising H unit members receiving the increased differential)– using event code **NMFPM**.

New pay parameters using ESMT HR documents:

- 5% Certification Pay, using **SNCM5**.
 - 5% Competency Pay using **SCMPY**
 - Bilingual Pay – Qualified Interpreter using **SBLMD**
- All these pays are retroactive to Nov. 16, 2013.

Questions

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LAYOFFS AT THE COUNTY?

We are closely monitoring any possible layoffs of 521 members and working with impacted members and County management for identified positions in danger of being laid off. At the May 6 Board of Supervisors meeting the County Administrative Office Budget division presented to the Board a list of possible positions to be eliminated and those it recommend be restored. Our Parks department was hit very hard in this report, losing positions without currently having a recommendation to restore any of the eliminated positions. Monterey County Chapter President Julie Filice spoke at the May 6 Board meeting, urging the County to find alternatives to layoffs and find solutions that will save workers and the services we provide.

This recommendation is a result of the extreme low water levels at Lake San Antonio and the planned closure of the park. Member leaders of the Parks Department are meeting with the County on these issues and looking at every possible resource available to hour our members.

Stay Tuned.

Key Case Before the U.S. Supreme Court: Labor's Ability to Organize

All eyes are on the U.S. Supreme Court this summer which is scheduled to issue a critical decision that could threaten labor's basic ability to organize.

At issue is a small group of Illinois home care workers who claim that paying their fair share for the costs (agency fees), and substantial benefits, of union representation is a violation of their First Amendment Rights.

Harris v. Quinn, is brought to you by the legal arm of the National Right to Work Foundation (NRTW), a right-wing organization with deep pockets and a secret list of very wealthy donors, including the Koch Brothers.

By law, all unions must represent the business interests of the entire worksite. All employees, members and non-members alike, enjoy the wages and benefits gained through collective bargaining. And the union advantage is substantial. The median weekly wages of workers represented by a union are 28 percent higher than non-union workers.

If the NRTW succeeds, *Harris v. Quinn* could mean an end to the agency fee model. It means weaker unions, greater income inequality, and lower wages for workers.

So what can working families do? Stand up, fight back!

- ◆ Be a full member of SEIU Local 521, and encourage your coworkers to do the same.
- ◆ Contribute to the COPE political action fund and help us fight for workers rights and a just society.
- ◆ Get more involved with your union by becoming a Shop Steward or join a caucus or committee and help us take on the issues that matter most to you and fellow union members.

"Our work allows people to live independently and with dignity at home. We have to stand united in order to be protect what we have won together. I urge everyone who is not yet a full union member to join me and make a difference!"

-Yong Soung, Homecare Provider (with her niece Sue)



SEIU members bring affordable healthcare home



Quality, affordable healthcare – with more than 7.5 million Americans enrolled through the Affordable Care Act, is here to stay!

From the very beginning, SEIU members were key to making health care for all a reality. Since October when Covered CA rolled out, county Eligibility Workers have been answering the phones and processing paperwork to ensure every person was enrolled in the best possible plan, either through private insurance with Covered CA or Medi-Cal.

With a \$1 million outreach and enrollment grant from Covered CA, SEIU 521 reached more than a quarter-million Californians providing basic information about how people may be eligible for high-quality, affordable insurance.

Eligibility Workers worked with hundreds of thousands more, learning new software and qualification standards. Overall, [California succeeded in enrolling more than 3 million into new coverage](#), a huge achievement by front-line public workers.

From the coast of Monterey to the Central Valley, our Union truly showed how we put our **Community First** in healthcare, collaborating with more than 80 community organizations in to co-sponsor dozens of local events and health fairs right up to the March 31 deadline. **How can you bring Community First to your area? Contact your worksite organizer.**